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Constitution of Grand Lodge

AND

By-Laws for Subordinate Lodges

OF THE

International Brotherhood

OF

Maintenance-of-Way Employes.

Revised and Amended at St. Louis, Mo., Dec. 1, 2, 3 and 4, 1902.

OFFICE GRAND LODGE:
BENOIST BUILDING, ST. LOUIS, MO.

ST. LOUIS, MO.:
1903.

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Preamble.

The objects of this organization are:

1. To exalt the character and increase the ability of maintenance-of-way employes to perform their duties.

2. To insure greater safety to the traveling public and greater economy in the maintenance-of-way department by interchanging ideas and discovering the best methods of performing our duties.

3. To benefit our employers by raising the standard of efficiency of maintenance-of-way employes.

4. To alleviate distress among sick or disabled members.

5. To bury deceased members.

6. To provide for the widows and orphans of deceased members.

7. To allow no person to remain a member of the Brotherhood unless he lives a sober, moral life.

8. To require all members to faithfully and honestly perform their duties to the best of their ability for the companies employing them.

9. To use all honorable means to secure the passage of laws beneficial to the craft, and to improve the condition of maintenance-of-way employes.

Constitution.

ARTICLE I.

SECTION 1. This organization shall be known as the International Brotherhood of Maintenance-of-Way Employes, and shall hereinafter be referred to as the Brotherhood. It shall consist of one Grand Lodge and such Subordinate Lodges as may hold legal and unreclaimed charters granted by the Grand Lodge.

Sec. 2. The Grand Lodge shall consist of a Grand President, a First Grand Vice-President, a Second Grand Vice-President, a Third Grand Vice-President, a Grand Secretary-Treasurer, an Editor of the Official Organ, a Grand Executive Committee of five members, and the Delegates assembled in Convention.

Sec. 3. Each Subordinate Lodge shall be entitled to be represented at the Grand Convention by one delegate; but any delegate may represent two or more Lodges if provided with properly attested credentials from each Lodge desiring to be represented.

Sec. 4. All Officers of the Grand Lodge shall be elected by Delegates to the Grand Lodge from time to time in regular Biennial Convention assembled (except Editor and Manager of Official Organ, who shall be appointed by the Grand President), who shall also determine, in advance of election, what compensation the Officers so elected shall receive.

ARTICLE II.

SECTION 1. The Grand Lodge shall meet biennially at such time and place as may be designated by the Delegates in Convention assembled, or by a majority vote of Subordinate Lodges if a change is deemed necessary.

Sec. 2. All Grand Officers who are not Delegates shall have their expenses paid from the general fund while in attendance at meetings of the Grand Lodge.

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ARTICLE III.

SECTION 1. The Grand Lodge has jurisdiction over all subjects pertaining to the Brotherhood, and its enactments and decisions upon all questions are the supreme law. The Grand Lodge shall hear and determine all controversies which may be brought before it by appeal or otherwise; reprimand and punish the misconduct of Subordinate Lodges; adopt laws and regulations of general application for the government of Subordinate Lodges, and shall have the power to alter, amend or repeal the same; it shall control and regulate the unwritten work of the Brotherhood; design, issue and supply all charters, rituals, withdrawal, transfer and working cards; make such assessments as may be necessary for revenue required to defray the expenses of the Grand Lodge, and do all things necessary to promote the welfare of the Brotherhood. The Grand Lodge headquarters shall be at St. Louis, Mo., unless the Delegates assembled in Convention deem a change necessary.

ARTICLE IV.

SECTION 1. Every Officer of the Grand Lodge must be a member of the Grand Lodge of the Brotherhood or some Subordinate Lodge under its jurisdiction.

Sec. 2. Members of the Grand Executive Committee shall be Grand Lodge Officers, and during the recess of the Grand Lodge the Grand Officers are amenable to the Executive Committee, and all charges against the Grand Officers shall be preferred only through the Grand Executive Committee.

Sec. 3. The election and installation of Grand Lodge Officers shall be the last order of business of each Biennial Convention. The term of Grand Officers shall be two years.

Sec. 4. Any member of the Brotherhood in good standing is eligible to election to any office of the Grand Lodge.

ARTICLE V.

GRAND PRESIDENT.

SECTION 1. It shall be the duty of the Grand

President to preside at all sessions of the Grand Lodge, and he shall submit to each Convention when assembled a message setting forth what legislation is, in his opinion, necessary for the best interests of the Brotherhood. He shall decide all controversies which may be appealed from Subordinate Lodges after a careful examination of the same, and shall forward his decision in writing to the Subordinate Lodge from which the appeal is taken. Such decision shall be final unless reversed by a majority vote of the Delegates at the following Convention.

He may issue such dispensations as may be necessary to facilitate the business of the Brotherhood.

He may, with the consent of the majority of the members of the Grand Executive Committee, call a special session of the Grand Lodge at any time during his official term.

He shall determine the amount of salary to be paid to the Grand Lodge employes and the amount of bond to be given when not otherwise stipulated by the Grand Lodge.

He shall give his entire time to the upbuilding of the Brotherhood, visit and instruct Subordinate Lodges and when called upon by Joint Protective Boards he shall assist in settling matters in dispute between members and their employers, as provided in the laws governing the Protective Department of the Brotherhood.

He shall appoint organizers whenever and wherever in his opinion their services will be beneficial to the Brotherhood.

He may, for cause, dispense with the services and discontinue the salary of any Grand Officer, and fill vacancies; provided, that any Officer so removed shall have the right to appeal to the Grand Executive Committee if he believes his suspension or dismissal to be unjust.

He shall have the power to convene Local or Joint Protective Boards when he deems such action advisable, and to remove any member of such Boards who shall fail to perform his duties or who shall be guilty of insubordination or sedition.

He shall be empowered to call upon the officers

of any Subordinate Lodge to organize other Subordinate Lodges when it is not convenient to have the work done by regular organizers.

When traveling in the interests of the Brotherhood his expenses shall be paid from the general expense fund.

FIRST GRAND VICE-PRESIDENT.

Sec. 2. It shall be the duty of the First Grand Vice-President to assist the Grand President in the discharge of his duties in any way he may direct, and in the event of death or removal from office of the Grand President the First Grand Vice-President shall take charge of the affairs of the Grand Lodge and perform all the duties of the Grand President. He shall make a bond acceptable and payable to the Grand Executive Committee in the sum of five hundred dollars ($500). He shall also be chairman of the Grand Executive Committee.

SECOND GRAND VICE-PRESIDENT.

Sec. 3. It shall be the duty of the Second Grand Vice-President to assist the Grand President in any way he may direct, and in the event of death or removal from office of the First Grand Vice-President he shall assume the office and perform the duties of First Grand Vice-President. He shall give bond in the sum of five hundred dollars ($500) for the faithful performance of his duties, subject to the approval of and payable to the Grand Executive Committee.

THIRD GRAND VICE-PRESIDENT.

Sec. 4. It shall be the duty of the Third Grand Vice-President to assist the Grand President in the discharge of his duties in any way the Grand President may direct, and in the event of death or removal from office of the Second Grand Vice-President he shall assume the office and perform the duties of Second Grand Vice-President. He shall give bond in the sum of five hundred dollars ($500) for the faithful performance of his duties, subject to the approval of and payable to the Grand Executive Committee.

ARTICLE VI.

GRAND SECRETARY-TREASURER.

SECTION 1. It shall be the duty of the Grand

Secretary-Treasurer to keep a true and correct record of the proceedings of the Grand Lodge, read all written or printed documents submitted to that body which are proper to be read, preserve all books, records and other important documents pertaining to the business or the history of the Brotherhood, which may in any manner come into his possession.

He shall issue, countersign and seal all charters, cards and certificates emanating from the Grand Lodge. It shall be his duty to keep an accurate account of all moneys received by him, a correct record of all Subordinate Lodges, their officers, members and post office addresses, dates of initiation, numbers of cards and certificates and such other information concerning them as may be required by the Grand Executive Committee.

He shall pay all just and lawful bills and accounts contracted in the name of the Grand Lodge, take and file receipts for same. He shall promptly return to Subordinate Lodges receipts for all moneys received from them, and forward to the Secretary-Treasurer of each Subordinate Lodge, by private circular letter, an annual report showing the financial transactions of the Brotherhood. Within sixty days of each Biennial Convention he shall forward to each Subordinate Lodge printed credentials to be filled out by the Secretaries and handed or sent to the Delegates to the Convention.

He shall assist the Grand President in making all necessary arrangements for each Biennial Convention, and attend in person with all necessary books and papers, and a statement showing the financial condition of the Brotherhood. He shall take charge of all property of the Grand Lodge and shall within thirty days after his election execute a bond for the faithful performance of his duties, the amount and character of such bond to be as hereinafter provided, subject to the approval of and payable to the Grand Executive Committee. If at any time the amount in the treasury exceeds the amount of said bond, he shall be subject to a greater bond at the option of the Grand Executive Committee.

He shall deposit all moneys belonging to the

Brotherhood in some National Bank, or with some reliable Trust Company, and shall secure the highest prevailing rate of interest on daily balances.

All funds must be deposited in the name of the Brotherhood, and all checks against said funds must be signed by the Grand Secretary-Treasurer, countersigned by the Grand President and bear the impression of the Grand Lodge seal.

On the first day of each month he must make a report of all business transacted by him during the previous month to the Grand President to be referred by him to the Grand Executive Committee.

He shall, when consistent with good service, employ his assistants from the ranks of the Brotherhood. He shall receive such allowance for clerk hire as the Grand Executive Committee may determine.

He shall deliver to his successor (when elected, installed and after bond has been executed and accepted by the Grand Executive Committee) all moneys belonging to the Brotherhood, together with all books, documents and other properties of the Brotherhood which may be in his possession.

When instructed to do so by the Joint Protective Board on any railway system, he shall levy assessments upon the members of the Brotherhood employed on said system to defray the expenses of the system organization. He shall collect all such assessments and disburse the same upon the order of the Joint Protective Board for the legitimate expenses of the said system organization.

Sixty days previous to each annual audit he shall send blanks to all Secretary-Treasurers and Grand Lodge members on which they can return duplicate receipts for all moneys remitted to him during the year.

He shall perform such other duties as may be required of him by the Grand President and Grand Executive Committee.

ARTICLE VII.

EDITOR OF OFFICIAL ORGAN.

SECTION 1. It shall be the duty of the Editor to manage and edit the Official Organ of the Broth-

hood, and to perform such other duties as may be assigned to him by the Grand President.

ARTICLE VIII.

ORGANIZERS.

SECTION 1. It shall be the duty of organizers to repair to such places as may be designated by the Grand President and organize Subordinate Lodges. They shall make prompt and complete returns to the Grand President, giving name and location of each new Lodge, names and addresses of the Officers and such other information as may be required of them. On the first day of each week they shall make a full report to the Grand President of all work done by them during the preceding week and at the same time remit to the Grand Secretary-Treasurer all moneys collected by them for the Brotherhood. They shall give such bond as may be required of them by the Grand President.

ARTICLE IX.

GRAND EXECUTIVE COMMITTEE.

SECTION 1. The Grand Executive Committee shall have power to call a special meeting of the Grand Lodge to try any Grand Officer against whom charges are preferred, summon witnesses and upon sufficient evidence suspend or remove any of them from office, and fill vacancies thus created by appointment until the next regular session of the Grand Lodge. It shall be their duty to see that the Grand Lodge Officers discharge their duties faithfully and efficiently. Immediately after their election, they shall elect a Secretary, whose duty shall be to keep a true record of all transactions of the Committee. They shall meet annually at the headquarters of the Grand Lodge to audit the books of the Grand Secretary-Treasurer. They shall have free access to the books and papers of all Grand Lodge Officers, and shall provide for the payment of necessary expenses of the Grand Lodge not otherwise provided for. It shall be their duty to receive the bonds of all Grand Lodge Officers for approval and place them in the hands of their Secretary for safekeeping. They shall promptly investigate all charges

against Grand Lodge Officers within thirty days after charges have been preferred.

The Committee shall, through their Secretary, transmit to each Biennial Convention a full report of all cases tried, together with the verdict rendered, and all other business transacted by them during their official term. They shall also submit a message to each Biennial Convention stating what legislation is necessary, in their opinion, to promote the welfare of the Brotherhood. They shall receive such compensation for their services as the Convention may determine.

All proofs of death or disability and all claims against the Brotherhood shall be submitted to the Grand Executive Committee for approval before payment is made, except for necessary supplies for the Grand Lodge, which may be paid by the Grand Secretary-Treasurer. All bills paid must be receipted and receipts filed.

Secretary-Treasurers of Subordinate Lodges, Grand Lodge members and Organizers shall furnish the Secretary of the Grand Executive Committee copies of all receipts received from the Grand Secretary-Treasurer upon blanks furnished them by the Grand Lodge, said copies to be used by the auditors and filed for future reference.

ARTICLE X.

OFFICIAL ORGAN.

SECTION 1. THE ADVANCE ADVOCATE shall be the Official Organ of the Brotherhood, and shall be issued monthly by the Grand Lodge to all members in good standing. Subscription price one dollar per year, in advance.

ARTICLE XI.

BONDS.

SECTION 1. The Grand President and Grand Secretary-Treasurer shall give surety bond in the sum of ten thousand dollars each, and other Officers of the Grand Lodge shall give such bonds as may be required of them by the Grand Executive Committee. The premiums on the bonds of all Grand Officers shall be paid from the general expense fund of the Grand Lodge.

ARTICLE XII.

MEMBERSHIP.

SECTION 1. Any employe born of white parents, who can read and write, who is sober, moral and otherwise of good character, and has served in the maintenance-of-way department for one year or more, is eligible to membership in the Brotherhood. Any person gaining admission under false representation shall not be entitled to any benefits from the Brotherhood.

NOTE.—By maintenance-of-way employes is meant persons employed in the Track, Bridge and Building, Water Supply and Fuel Departments, and Signal and Interlocking Service.

ARTICLE XIII.

REVENUE.

SECTION 1. Revenue for the general expense fund of the Grand Lodge shall be derived as follows:

Admission fees for foremen and other officials	$3 00
Admission fees for all others	2 00
Change of certificates	50
Withdrawal cards	1 00
Transfer cards	25
Subordinate Lodge seals	2 00
Subordinate Lodge record books	1 00

and such sums as may be received on account of subscriptions to the Official Organ, advertising and the sale of miscellaneous supplies.

Sec. 2. Foremen and other officials will be required to pay five dollars a year Grand and Protective Dues; all other members will be required to pay four dollars a year. Grand and Protective Dues must be paid quarterly in advance, on or before the fifth days of January, April, July and October of each year. Foremen and other officials pay $1.25 every three months; all other members pay $1.00 every three months. Applicants for membership will be required to pay Grand and Protective Dues from date of application to the end of the current quarter. Fractions of quarters are calculated at the rate of forty-five cents per

month for foremen and other officials, and thirty-five cents per month for other members.

When applicants are initiated by Subordinate Lodges one dollar of each initiation fee will be retained by the Local Secretary to be used in defraying the expenses of the Subordinate Lodge. One dollar of each initiation fee collected from each charter member will revert to the Subordinate Lodge fund for local expenses.

Members may pay Grand and Protective Dues six or twelve months in advance.

ARTICLE XIV.

BENEFICIAL DEPARTMENT.

SECTION 1. Applicants for membership in the Beneficial Department must be between 18 and 45 years of age, and in good physical health at the time of making application. All applications shall be in writing, upon blanks furnished by the Grand Lodge. Applicants must write the answer in full to each question printed on the application blank, and the application shall become a part of the contract between the applicant and the Brotherhood. Any misstatement upon the part of an applicant for insurance relative to his age, physical condition or family history will render his beneficiary certificate null and void.

ARTICLE XV.

ASSESSMENTS.

SECTION 1. Every insured member of the Brotherhood shall pay one beneficial assessment monthly on or before the fifth day of each month, according to the following table of rates:

ON $500 CERTIFICATES.

From 18 to 35 years of age	50 cents
" 35 " 40 " "	60 "
" 40 " 45 " "	75 "

ON $1,000 CERTIFICATES.

From 18 to 35 years of age	$1 00
" 35 " 40 " "	1 25
" 40 " 45 " "	1 50

Contracts for insurance made prior to January 1, 1903, between the Brotherhood and its members shall not be affected by the provisions of this article.

Should the assessments collected under the above provisions become inadequate to pay legal claims against the Brotherhood, the Grand Executive Committee shall call such additional assessments as may be necessary.

Sec. 2. Assessments are due and must be paid to the Grand Secretary-Treasurer (and to none other) on or before the fifth day of each month. The certificate of any member of the Beneficial Department who fails to comply with the requirements of this section, or who fails to pay his Grand and Protective Dues to the Grand Secretary-Treasurer in accordance with the provisions of Article XIII., shall become null and void. Notice of assessments shall be published in the Official Organ of the Brotherhood each month, and said notice shall be a legal notification.

Upon proof being furnished to the Grand Secretary-Treasurer of the death or disability of a beneficiary member in good standing, the same shall be referred to the Grand Executive Committee, and upon their approval of the claim it shall be paid by the Grand Secretary-Treasurer.

Sec. 3. In case of death or disability of a beneficiary member who has complied with all the conditions of membership, the Subordinate Lodge to which the member belonged shall appoint a committee to ascertain the cause of death or disability, and the circumstances attending the same, and the report of the committee, together with the proof of death or disability, shall be forwarded to the Grand Secretary-Treasurer, under the seal of the Lodge, with an official notice of such death or disability in accordance with the forms furnished by the Grand Lodge.

Sec. 4. No member shall be entitled to benefits from the Brotherhood unless his Grand and Subordinate Dues and Assessments are paid within the time specified; otherwise his certificate shall become null and void.

Sec. 5. At the death of an insured member in good standing his beneficiary shall receive the face value of his certificate. Should a member in good standing become totally disabled for life

by accident, as hereinafter provided, he shall receive the face value of his certificate. Total disability shall consist of the loss of both legs, or both arms, or both eyes, or one leg and one arm. For the loss of one leg or one arm any insured member in good standing shall receive one-half of the face value of his certificate. When the hand is amputated above the wrist the arm will be considered lost, and when the foot is amputated above the ankle the leg will be considered lost.

Claims for the loss of eyes shall not be paid until twelve months after the vision has been lost, except in cases where the eye balls are extracted from the head. Members who have but one eye when admitted to the insurance department can in no case recover more than one-half the amount of their certificate on account of total blindness.

If members receiving partial disability benefits continue to keep themselves in good standing by paying all legal dues and assessments, the remainder of their policies will, at their death, be paid to their beneficiaries. The Brotherhood does not bind itself to pay any total or partial disability claim except when such disability is the result of accident occurring while the member is engaged in the lawful pursuits of life. The Brotherhood shall not be responsible for injury or loss of life to members while engaged in riot, unlawful assembly, or in military or naval service, or while in the act of violating any of the laws of the country. In case the beneficiaries of deceased members cannot be found, or fail to make their claim in five years from the time a member dies, the amount called for in the policy of the deceased shall revert to the general expense fund of the Brotherhood.

Sec. 6. Any beneficiary holding a claim against the Brotherhood which has been rejected by the Grand Executive Committee, if dissatisfied with the decision of the Committee, may submit such claim, together with all proofs concerning same, to the regular Biennial Convention of the Brotherhood for a rehearing. The decision of the Convention shall be final.

ARTICLE XVI.

SECTION 1. The following table of weights will govern the acceptance of applicants for membership in the Beneficial Department, except when other causes appear for the rejection of such applicants. Where the height of applicant is greater than six feet six pounds shall be added to the maximum weight for each additional inch:

HEIGHT.	WEIGHT.	
	Minimum.	Maximum.
5 feet.....	100 lbs.	150 lbs.
5 " 1 inch.....	102 "	156 "
5 " 2 "	105 "	162 "
5 " 3 "	108 "	168 "
5 " 4 "	112 "	175 "
5 " 5 "	116 "	182 "
5 " 6 "	120 "	188 "
5 " 7 "	124 "	195 "
5 " 8 "	128 "	202 "
5 " 9 "	132 "	210 "
5 " 10 "	136 "	216 "
5 " 11 "	142 "	222 "
6 "	148 "	228 "

ARTICLE XVII.

SUBORDINATE LODGES.

SECTION 1. Ten or more persons having the necessary qualifications may form a Subordinate Lodge of this Brotherhood.

Sec. 2. To institute a Subordinate Lodge ten or more acceptable persons shall meet under the auspices of some one authorized to represent the Brotherhood, and after making written applications for membership and paying the required fees and dues, they shall proceed to vote by secret ballot upon each applicant in turn, in alphabetical order. If two or more negative votes are cast against an applicant he shall be rejected. When the ballot is closed those that have been accepted shall be initiated by the Organizer, and those who have been rejected shall have their fees returned. If the necessary number have been accepted they shall decide upon a name for their Lodge, leaving the number blank, and proceed to elect a full set of officers, as provided for in the laws and the ritual. After the officers are installed applica-

tion must be made for a charter upon a blank furnished by the Organizer, and when the application is received by the Grand Secretary-Treasurer, accompanied by the applications for membership and the necessary fees and dues, he will at once issue and forward a charter, and a full set of supplies (except badges and rituals) to the Secretary of the Lodge. The rituals will be sent to the President.

Sec. 3. The jurisdiction of a Subordinate Lodge shall be equidistant to that of the nearest sister Lodge. It shall have jurisdiction over all members of the Brotherhood residing or employed within its limits, on all subjects pertaining to the Brotherhood. Its decisions in all matters shall be subject to appeal to the Grand Lodge. It shall have power to summon witnesses and impose penalties for non-attendance.

Sec. 4. Subordinate Lodges may enact such laws for their government as do not conflict with the Constitution of the Grand Lodge.

Sec. 5. Upon application being made for membership in a Subordinate Lodge the President shall appoint a committee of three brothers in good standing to rigidly inquire into the character and qualifications of the proposed candidate and report.

Sec. 6. If the report is favorable, a ballot shall be taken; if only one vote is cast against a candidate, he shall be declared elected. But if two or more votes are cast against him another ballot may be called for; then if the ballot is unfavorable he shall be declared rejected and his fee returned, and it shall be the duty of the Secretary to notify the Grand Secretary-Treasurer of such rejection.

Sec. 7. No rejected candidate can again apply for membership in the Brotherhood within a period of six months.

Sec. 8. Applications for membership in a Subordinate Lodge may be read, a committee appointed, and if the committee can report, the report may be received, candidates balloted upon and initiated at the same meeting.

Sec. 9. A member seeking admission on trans-

fer card to be balloted for the same as a new applicant, but paying no fee. Should he be accepted the card will be filed by the Secretary, who will notify the Grand Secretary-Treasurer of the transfer.

Sec. 10. Members wishing to withdraw from the Brotherhood can do so by obtaining a withdrawal card from the Grand Secretary-Treasurer.

Sec. 11. When a member is expelled by a Subordinate Lodge, the Secretary-Treasurer will at once notify the Grand Secretary-Treasurer, giving name, residence, and cause of expulsion, and it shall be the duty of the Grand Secretary-Treasurer to notify all Subordinate Lodges by circular letter of such expulsion, giving name, address and cause of expulsion, which notice shall be read by all Secretaries at first regular meeting after receipt of same.

Sec. 12. Any member who becomes delinquent through loss of employment, sickness, or any other unavoidable cause, may be reinstated by complying with the laws governing the admission of new members.

Sec. 13. Subordinate Lodges shall procure employment, if possible, for all brothers out of employment.

Sec. 14. A Subordinate Lodge may, at its option, pay benefits to sick or disabled members, or pay Grand Lodge dues and assessments for them, provided that such sickness or disability shall not be the result of intemperance or immoral conduct.

Sec. 15. In case of the death or disability of an insured member, the Secretary shall apply to the Grand Secretary-Treasurer for claim blanks, at the same time reporting the death, or nature of the disability, giving date, cause, etc., of same.

Sec. 16. A Subordinate Lodge cannot voluntarily surrender its Charter if five members in good standing desire to retain it.

ARTICLE XVIII.

CARDS.

SECTION 1. Every member of the Brotherhood shall receive a working card quarterly from the Grand Secretary-Treasurer upon payment of

his dues. Said card shall be evidence of good standing in the Brotherhood.

Sec. 2. Any member of a Subordinate Lodge desiring a transfer or withdrawal card, must make application therefore to his Lodge either orally or in writing, at a regular meeting of the Lodge. If the applicant is clear on the books and not under charges, the Lodge shall instruct its Secretary-Treasurer to collect the price of the card from the applicant and forward same to the Grand Secretary-Treasurer who will at once issue such card.

Sec. 3. Transfer cards are good only sixty days from date of issue. If not accepted by the Lodge in which membership is sought, the brother still remains a member of the Lodge from which he desired to be transferred.

ARTICLE XIX.

TRIALS.

SECTION 1. Any member charged with an offense shall be entitled to a fair trial after charges duly specifying the offense have been sent him, so as to apprise him of the nature thereof and enable him to prepare his defense. The charge must be signed by a member of the Brotherhood in good standing, who mu t appear with his witnesses upon the day appointed for trial.

Sec. 2 Such charge shall be referred to a Committee of three members for investigation, who shall, without delay, appoint a time and place to hear and determine the value of the evidence. They shall keep a record of their proceedings and of the evidence, which they shall submit to the Lodge with their decision on the charge. If they find the accused guilty they shall decide upon the penalty.

Upon such report being made in the Lodge, no one shall be permitted to speak except the defendant or his counsel and a duly appointed member who shall speak in behalf of the Lodge.

Upon conclusion of such debate the President shall ask of the Lodge,

"Shall the decision of the Committee be sus-

tained?" If sustained; "Shall the penalty recommended by the Committee be enforced?"

Sec. 3. If the Committee reports that the charges are not sustained and the report is accepted by the Lodge, the case will be dismissed without further action.

Sec. 4. If the Committee's report be not sustained by the Lodge, the Committee shall be discharged and a new Committee appointed.

Sec. 5. If the accused refuse or neglect to stand trial when duly summoned, the Committee shall report the charges as sustained, and the punishment recommended shall be expulsion.

Sec. 6. All punishments such as fines, reprimands, suspensions or expulsions shall be pronounced by the President of the Subordinate Lodge in open regular meeting.

ARTICLE XX.

ELECTION OF OFFICERS.

SECTION 1. Upon the election date, the President of each Subordinate Lodge shall select two scrutineers to receive the votes.

Sec. 2. All officers must be elected by ballot. Each member shall be supplied with a blank ballot and he shall write thereon the name of his favorite candidate. After the ballots have been collected they shall be counted by the scrutineers and the result announced by the President; this process to be repeated until all offices are filled.

Sec. 3. A majority of the votes cast is necessary to elect. In the event of a tie, the balloting shall continue until the tie is broken. In case of a non-majority with three or more nominees, the one receiving the lowest number of votes shall be dropped, and the balloting preceded with.

ARTICLE XXI.

DELEGATES.

SECTION 1. At the October meeting of each Convention year, each Subordinate Lodge shall elect a delegate to the Grand Lodge Convention, for the purpose of electing Grand Lodge Officers and transacting such other business as may come before the Convention.

Sec. 2. An alternate shall be elected at the same time who shall represent the Lodge in case the duly elected delegate cannot attend.

Sec. 3. It shall be the duty of each Subordinate Lodge to provide a fund to meet the expenses of such delegate or alternate while in attendance at the Grand Lodge Convention.

Sec. 4. Credentials shall be issued to delegates under seal of the Lodge and signed by the President and Secretary of the Lodge.

ARTICLE XXII.

DUTIES OF MEMBERS.

SECTION 1. It shall be the duty of every member to pay all dues and assessments promptly; to attend the meetings of his Lodge regularly unless prevented by sickness or other just cause; to assist in enforcing the laws, rules and regulations of the Brotherhood; to see that this Constitution is not violated; to recognize any member in good standing as a brother, and never to speak falsely of or vilify the character of a member.

Sec. 2. It shall be the duty of each member to notify his Lodge of all maintenance-of-way men of bad character within the jurisdiction of his Lodge, and the Local Secretary shall report such persons to the Grand Secretary-Treasurer, together with a complete synopsis of character, age, name and location, which shall be filed for future reference in case he shall apply for membership at some future time in some other locality where his past record is not known.

Sec. 3. Should there be no Lodge of the Brotherhood on the railroad where a member is located, his first duty is to try to establish one.

Sec. 4. Should a brother know that any other member has conducted himself in a manner calculated to bring disgrace upon the Brotherhood, or guilty of drunkenness, keeping a saloon where intoxicating liquors are sold, neglecting his duty, maliciously injuring the property of his employers, or wilfully endangering the lives of persons traveling over the road, it shall be the duty of the brother to report the matter to the President of his Lodge or to the Grand Secretary-Treasurer.

ARTICLE XXIII.

PRIVILEGES OF MEMBERSHIP.

SECTION 1. Every member in good standing shall be entitled to all the rights, benefits, privileges and protection guaranteed by the Constitution of the Grand Lodge, but no member in arrears shall be entitled to benefits from the Brotherhood.

Sec. 2. Any member in good standing shall be admitted as a visitor to any Lodge of the Brotherhood while said Lodge is in session, provided he can prove that he is in good standing with his own Lodge.

Sec. 3. A member absent from his own Lodge can receive the password from the President of a sister Lodge by presenting an official receipt showing that his dues are paid to date.

ARTICLE XXIV.

INTERPRETATION OF LAWS.

SECTION 1. The provisions of this Constitution shall be interpreted and construed according to their most plain and obvious meaning, and should any doubt arise as to the proper construction of any article or section thereof, it shall be referred to the Grand President, whose decision shall be final unless reversed by the Grand Lodge in Convention assembled.

Sec. 2. Roberts' Rules of Order shall govern the parliamentary practices of this Brotherhood when not otherwise provided for.

ARTICLE XXV.

ALTERATIONS AND AMENDMENTS.

SECTION 1. This Constitution may be repealed, suspended, altered or amended by a majority vote of the delegates assembled in Convention.

Sec. 2. All beneficiary certificates issued to members shall be subject to the alterations and amendments of the Constitution when made in accordance with Section 1 of this Article.

By-Laws for Subordinate Lodges.

(For the purpose of establishing uniformity in the methods of enforcing the Constitution, laws and principles of the Brotherhood, and to aid in securing its benefits and privileges for members of Subordinate Lodges, the following By-Laws for Subordinate Lodges have been established. Additional By-Laws may be adopted by Subordinate Lodges, provided they do not conflict with the Constitution of the Grand Lodge.)

ARTICLE I.

NAME.

SECTION 1. The name and number of this Lodge shall be ——— Lodge No. — of the International Brotherhood of Maintenance-of-Way Employes.

ARTICLE II.

TIME AND PLACE OF MEETING.

SECTION 1. The regular meetings of the this Lodge shall be held at————on the———— day of each month, at——m.

SEC. 2. Special meetings may be called by the President when deemed necessary, or at the request of five members in good standing, of which all members will receive due notice; but no business shall be transacted at any special meeting, except that for which the meeting was called.

ARTICLE III.

QUORUM.

SECTION 1. Five members in good standing shall constitute a quorum and shall be qualified to transact all legal business coming before the Lodge.

ARTICLE IV.

OFFICERS—HOW CHOSEN.

SECTION 1. The officers of this Lodge shall consist of a Past President, President, Vice-President, Secretary-Treasurer, Chaplain, Journal Agent, Conductor, Warden, Inner Sentinel, and Outer Sentinel.

SEC. 2. Any member in good standing shall be eligible to office.

Sec. 3. The officers of this Lodge shall be elected and installed annually at the regular meeting in May of each year.

Sec. 4. A majority vote of all members present in good standing shall be necessary to elect officers.

Sec. 5. There shall be elected each year an Executive Committee of three members.

ARTICLE V.

DUTIES OF OFFICERS.

SECTION 1. It shall be the duty of the Past President to attend the meetings of the Lodge, assist in the initiation of candidates, install officers when elected, preside over the meetings in the absence of the President and Vice-President, and perform such other duties as are required by the Ritual.

Sec. 2. It shall be the duty of the President to preside at all meetings of the Lodge, to preserve decorum, to decide all questions of order, subject, however, to an appeal to the Lodge, appoint all Committees and enforce the Constitution and By-Laws. He shall cast the deciding vote on all questions in case of an even vote of the Lodge. He may speak on points of order in preference to other members, rising to his feet for that purpose.

Sec. 3. It shall be the duty of the Vice-President to assist the President in the performance of his duties, and in the absence of the President he shall preside at all meetings of the Lodge.

Sec. 4. It shall be the duty of the Secretary-Treasurer to keep a true and correct record of the proceedings of each meeting of the Lodge, receive all communications, conduct the correspondence, and have charge of the seal and records of the Lodge. He shall keep a correct account between the Lodge and its members, and between the Lodge and the Grand Lodge. He shall collect from the members of the Lodge all dues, assessments, and fines imposed by the Lodge, and from non-insured members all moneys due the Grand Lodge, giving receipts for same. He shall receive and read all applications for membership, receive all certificates issued

from the Grand Lodge, and record name, date and number upon his books, and present to the Lodge at its annual meeting in May a report of all business transacted during the year. He shall deliver to his successor (when elected and installed) all books, papers and other properties of this Lodge in his possession, taking his receipt for same. He shall remit to the Grand Secretary-Treasurer all moneys he may have in his custody belonging to the Grand Lodge, and quarterly make a full report of the standing of this Lodge to the Grand Secretary-Treasurer, which will be O. K'd. by the Grand Secretary-Treasurer and returned to him if correct.

Sec. 5. He shall furnish to the Secretary of the Grand Executive Committee copies of all receipts received from the Grand Secretary-Treasurer upon blanks furnished him by the Grand Lodge, such copies to be used by the auditors and filed by the Secretary of the Grand Executive Committee for future reference.

He shall at once, after being installed and qualified, furnish the Grand Secretary-Treasurer a list of names of new officers for the current year.

He shall keep a membership register in which shall be kept a complete record of the members of this Lodge.

He shall be required to make a bond in the sum of $200, subject to the approval of and payable to the Executive Committee of the Lodge.

Sec. 6. It shall be the duty of the Chaplain to officiate at funerals and conduct the devotional exercises of the Lodge.

Sec. 7. It shall be the duty of the Journal Agent to furnish the official Journal with information on subjects of interest to the membership and aid in making the Journal interesting and instructive. He shall also solicit subscriptions and forward all moneys received on account thereof to the Grand Secretary-Treasurer.

Sec. 8. It shall be the duty of the Conductor to ascertain if all members and visitors are in possession of the current password, introduce visitors, assist in the initiation of candidates, and

perform such other duties as are required of him by the Ritual.

Sec. 9. It shall be the duty of the Warden to distribute, collect, and have charge of the regalia and other property of the Lodge entrusted to his care. He shall also perform such other duties as are required of him by the Ritual.

Sec. 10. It shall be the duty of the Inner Sentinel to take charge of the inner door, and to allow no one to enter without the current password, nor to enter or retire during the opening or closing ceremonies or while the minutes are being read.

Sec. 11. It shall be the duty of the Outer Sentinel to preserve order in the ante-room and admit only those who are in possession of the current password, unless otherwise instructed by the President.

ARTICLE VI.

COMMITTEES AND THEIR DUTIES.

SECTION 1. The Standing Committees of this Lodge shall be an Executive Committee of three members, and a Room Committee of one or more members.

Sec. 2. It shall be the duty of the Executive Committee to examine the financial affairs of the Lodge. They shall meet and examine the books in May and October of each year and report to the Lodge all members in arrears for dues and assessments.

Sec. 3. It shall be the duty of the Room Committee to see that the Lodge room is in proper order for regular or special meetings.

ARTICLE VII.

DUES, FEES AND ASSESSMENTS.

SECTION 1. In addition to the dues, fees and assessments required of each member of the Brotherhood by the Constitution of the Grand Lodge, each member of this Lodge shall pay — cents per quarter, for local purposes.

(Each Subordinate Lodge shall determine the amount of dues to be collected from its members for local purposes.)

Sec. 2. A special assesssment may be made

for special purposes upon a two-thirds vote of all members present.

ARTICLE VIII.

SUSPENSIONS AND EXPULSIONS.

SECTION 1. Any member of the Lodge violating any of his duties as a member, or any of the principles of the Brotherhood, shall, upon conviction thereof, be reprimanded, suspended or expelled as decided by a majority vote.

Sec. 2. Any member of the Lodge failing to pay his lawful dues or assessments as provided in the Constitution, shall without further action become suspended from all benefits and privileges of the Brotherhood.

Sec. 3. It shall be the duty of the officers and members of all Subordinate Lodges to require their Secretaries to remit all funds collected by them for the Grand Lodge in accord- with the Constitution. The Grand Lodge shall not be held responsible for fees, dues, and special assessments levied on account of the general expense fund of the Brotherhood paid to any person except the Grand Secretary-Treasurer in St. Louis, Mo., or to any of the Vice-Presidents or organizers holding properly attested credentials. Local Secretaries are the agents of the members of Subordinate Lodges, and not agents of the Grand Lodge.

Laws Governing the Protective Department of the International Brotherhood of Maintenance-of-Way Employes.

SECTION 1. The Protective Department of this Brotherhood, established for the protection of its members, shall be known as the Protective Department of the International Brotherhood of Maintenance-of-Way Employes.

Sec. 2 Each member shall be required to participate in the Protective Department, subject to the laws, rules and regulations by which it is now or may hereafter be governed.

Sec. 3. When 75 per cent or more of the employes in the maintenance-of-way department on a system of railway who are eligible to membership in the Brotherhood become members, they shall proceed to establish a system organization as hereinafter provided.

Sec. 4. Each Lodge shall elect annually a Local Protective Board composed of three members who shall be employed in the maintenance-of-way department. Each Local Protective Board shall elect a Chairman and a Secretary. The Secretary shall keep a correct record of all business transacted by the Board.

Sec 5. Any member believing that he has been unjustly dealt with by his employer, or is otherwise aggrieved, shall report same at a meeting of the Subordinate Lodge to which he belongs, and if a majority of the members of the Lodge deem it a subject for investigation, the matter shall be referred to the Local Protective Board, provided the Subordinate Lodge shall authorize its Local Protective Board to adjust grievances pertaining to rights specified by contract or agreement with the company. In such cases, if the grievances are of a local nature and can be settled by the railway company's local officials, the Chairman of the Local Protective Board shall convene the Board, which shall do all in its power to have the grievances properly adjusted. In case the matters in dispute are not satisfactorily settled they shall be referred to the Joint Protective Board.

Sec. 6. The Joint Protective Board shall carefully and impartially examine all grievances referred to it, and proceed to adjust the same as soon as practicable thereafter, upon a basis of equity and justice, and every honorable method shall be exhausted in trying to effect an amicable settlement of the matters in dispute.

Sec. 7. In their efforts to adjust grievances the members of the Board shall present same to the lowest subordinate official, who is authorized to make settlement. Should they fail to adjust grievances with the local railway officials, they shall call the Chairman of the Joint Protective Board to act with them. In case he is unable to settle the matter in dispute, he shall convene the entire Joint Protective Board.

Sec. 8. The Chairman of each Local Protective Board shall be a member of the Joint Protective Board on the system upon which he is employed. On large systems, in order to keep down expenses, the Chairmen of the Local Protective Boards on each general superintendent's division may meet, arrange their schedules, and select a suitable number of men to represent them on the Joint Protective Board.

The Chairman of the Joint Protective Board shall convene the Board at least once a year for the purpose of electing a Chairman, a Vice-Chairman and a Secretary, who shall serve for a period of one year, or until their successors are elected and qualified. The Chairman shall immediately thereafter notify the Grand President of the result of such election, giving the names and addresses of each member composing the Joint Protective Board.

The Secretary of the Joint Protective Board shall keep a correct record of all business transacted by the Board. On roads where 75 per cent or more of the maintenance-of-way employes eligible to membership are members of the Brotherhood the Grand President may appoint temporary officers, who shall act until members of the Joint Protective Board hold a meeting and elect a Chairman, a Vice-Chairman and a Secretary.

Sec. 9. The Joint Protective Board shall have

power to adopt and issue such by-laws for its government and for the regulation of its system affairs as it may deem best suited to its interests, not in conflict with the Constitution of the Brotherhood and subject to the approval of the Grand President.

Sec. 10. Any member or Lodge violating or failing to comply with said by-laws, when so adopted and approved, shall be liable to the same punishment as for violating any provision of the Constitution.

Sec. 11. Joint Protective Boards shall have the power to enter into agreements with railway officials respecting wages and terms of employment of the men they represent. They shall have power to adjust all grievances of a general character arising from a violation of said rules or agreements. Said rules and agreements, when properly signed by the officers of a railway or system of railways and the Joint Protective Board, and approved by the Grand President, shall be binding upon all members employed on that railway or system of railways, provided;

1. That no Joint Protective Board shall be allowed to begin negotiations with railway officials until the schedule to be presented has been approved by the Grand President of the Brotherhood and a fund collected to defray the expenses incurred by the Board during the pendency of negotiations.

2. Any member violating any of the provisions of said rules or agreements shall be immediately expelled from the Brotherhood by his Subordinate Lodge.

3. If the said rules or agreements are violated by any Local Protective Board it shall be immediately expelled by the Subordinate Lodge.

4. Any Subordinate Lodge authorizing any member or Local Protective Board to do any act or enter into any agreement, by letter or otherwise, whereby the provisions of said rules or agreements would be violated, shall, upon conviction thereof, be suspended and its charter reclaimed by the Grand President.

5. Should any Subordinate Lodge refuse or

neglect to carry out the provisions and penalties prescribed in the above section within thirty days from the commission of the offense, the Chairman of the Joint Protective Board shall prefer charges against said Lodge to the Grand President, who shall, if he finds the charges to be correct, immediately reclaim the charter of said Subordinate Lodge.

Sec. 12. In case the Joint Protective Board fails to adjust grievances, as provided in the foregoing sections, the Secretary of the Board shall immediately prepare a full and complete statement, with the signatures of the members of the Board attached, and forward the same to the Grand President.

Sec. 13. Upon receiving an official statement of grievances, as provided in the foregoing sections, and such gri vances not having been satisfactorily settled, the Grand President shall forthwith, in conjunction with the Joint Protective Board, renew all honorable means to effect a peaceable and satisfactory settlement. If their efforts are futile the Grand President and Joint Protective Board shall have authority to order a suspension of work. In the event of a suspension of work being ordered, the Grand President shall be the recognized leader, and shall have the authority to command the entire resources of the Protective Department of the Brotherhood, as hereinafter provided.

Sec. 14. When a Joint Protective Board appeals to the Grand President for aid in adjusting grievances it shall endeavor to have a distinct understanding as to the time and place of meeting with the officials on the system of road upon which the controversy exists, making due allowance for the convenience of both parties.

Sec. 15. When a strike is inaugurated under the provisions of the foregoing sections, the Grand President shall at once cause official notice to be sent to all Subordinate Lodges, stating the causes which led to the same.

Sec. 16. Any member or members causing a strike or participating therein, except as hereinbefore provided, shall be expelled from the Broth-

erhood. The Subordinate Lodges in whose jurisdiction an unauthorized strike occurs shall, within ten days, expel all members engaged in such strike. While under charge, or engaged in an unauthorized strike, no member shall be granted a transfer or withdrawal card. If within ten days the Subordinate Lodge does not expel the members engaged in a strike, the charter of the Lodge may be revoked by the Grand President, who shall transfer the members not participating in the strike to other Lodges.

Sec. 17. Each member of the Brotherhood shall be assessed fifty cents per quarter, payable in advance on or before the fifth days of January, April, July and October of each year, and subject to the same conditions and penalties prescribed for non-payment of dues and assessments. The fund thus created shall be known as the Protective Fund, to be used exclusively for protective purposes. Should the Protective Fund become inadequate, in cases of emergency, additional assessments in such amounts as may be required may be levied and collected during the continuance of the strike. Any member failing or declining to pay the assessments provided for in this section (except those exempted under Sec. 18) shall stand expelled and shall be reported the same as for non-payment of dues and assessments. Any Lodge failing to make its returns as herein provided shall be subject to the same penalty that attaches to non-payment of beneficiary assessments.

Sec. 18. Striking members, during the continuance of a strike, and while out of employment, shall be exempt from the payment of special assessments levied for the benefit of the Protective Department.

Sec. 19. The Grand President, in conjunction with the Grand Executive Committee, shall have authority to use such money for legal advice and other incidental expenses as in their judgment may be required for the successful prosecution of a strike.

Sec. 20. The agency hereinbefore authorized to sanction a strike shall have authority to declare it at an end. Provided two-thirds of the

members on a system refuse to declare a strike off, it can only be declared at an end by the Grand President, together with the consent of the majority of the Grand Executive Committee.

Sec. 21. The Joint Protective Board is authorized to instruct the Grand Secretary-Treasurer to levy such assessments, in advance, upon the members employed on the system over which it has jurisdiction, as may be necessary to carry forward the work, and any member failing or declining to pay such assessments shall stand expelled after the last day of payment mentioned in the call, and any Lodge failing to collect and pay over its pro rata share of assessments thus levied shall stand suspended. The Grand Secretary-Treasurer shall issue to each Lodge a receipt for moneys thus paid, and at the end of each fiscal year he shall issue to each Lodge on the system a full report of all business (including receipts and disbursements) transacted by each system organization during the year. No assessments shall be levied on any employe not a member of the Brotherhood, nor shall any member of the Joint Protective Board give his entire attention to such work, or receive any fixed compensation for his services unless it has been ordered by two-thirds of the Lodges on the system.

Sec. 22. Should any member of a Local or Joint Protective Board decline to work in harmony with other members of the Board, or refuse to aid in carrying out the instructions of the Grand President, or become obnoxious to members of the Board or the railway officials with whom conferences are being held, he may be suspended by the majority of the members of the Board and not allowed to be present or to take part in the meetings between the Board and the railway officials. In the absence of the Grand President or his assistant the Chairman of the Joint Protective Board shall be spokesman for the Board.